

1996 Annual Report

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

**Presented to the Director of the
Department of Labor and Industries**

February 1997

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Gary Moore, Director
Department of Labor and Industries
P.O. Box 44001
Olympia, WA 98504-4001

Dear Mr. Moore:

The Washington State Apprenticeship and Training Council is pleased to submit its 1996 Annual Report. In addition to summarizing the Apprenticeship program's activities and statistical data, this report also includes statements regarding the Council's mission, vision and values.

The Council coped with several challenges in 1996. Personnel changes occurred within the Apprenticeship program at L&I. The assistant attorney general assigned to the Council changed. In addition, challenges from the courts have affected the way the Council approves local labor/management committees.

Regardless of these and other challenges, the Council remains fully committed to its statutory role. Apprenticeship works and is a proven model for meeting the training needs of the industries in this state - one that labor, business and education together can strengthen and enhance.

During the coming year, we will aggressively promote apprenticeship programs that are open to all parties on an equal and nondiscriminatory basis; provide for ongoing quality training and equal treatment of apprentices; and meet the needs of our state's industries.

We request the cooperation and assistance of all interested individuals, organizations and agencies to help meet the continually changing and challenging requirement for a skilled work force. And, we continue to rely on the cooperation and assistance of the Department of Labor and Industries and other interested organizations and individuals to help us advance apprenticeship across this state.

Sincerely,

Frank Forrest, Chair
Washington State

Apprenticeship and Training Council

THE COUNCIL MEMBERS

Employer Members

Melinda Nichols
LaFrank Newell
Jesse Lill

Public Member

Bruce Brennan

Employee Members

Frank Forrest (Chair)
Al Link
Bill Mirand
(Resigned 11-27-96)

APPRENTICESHIP PROGRAM STAFF

Secretary to the Council:

Ernie LaPalm

Acting Apprenticeship
Program Manager:

Bill Mirand (Effective 12-9-96)

Recording Secretary:

Evelyn Carlson

Assigned Assistant
Attorney General:

Lynn Hendrickson

LABOR AND INDUSTRIES APPRENTICESHIP COORDINATORS

| | |
|-----------------------------------|--|
| Region 1, Northwest Washington | Ernie Bennett |
| Region 2, King County Wetmore | Bill Chrisman, Anne |
| Region 3, Pierce County/Peninsula | Dan Hainline |
| Region 4, Southwest Washington | Bruce Wilde (1996) Ed Madden (as of 1-2-97) |
| Region 5, Central Washington | Wayne Rowett |
| Region 6, Eastern Washington | Evie Lawry |

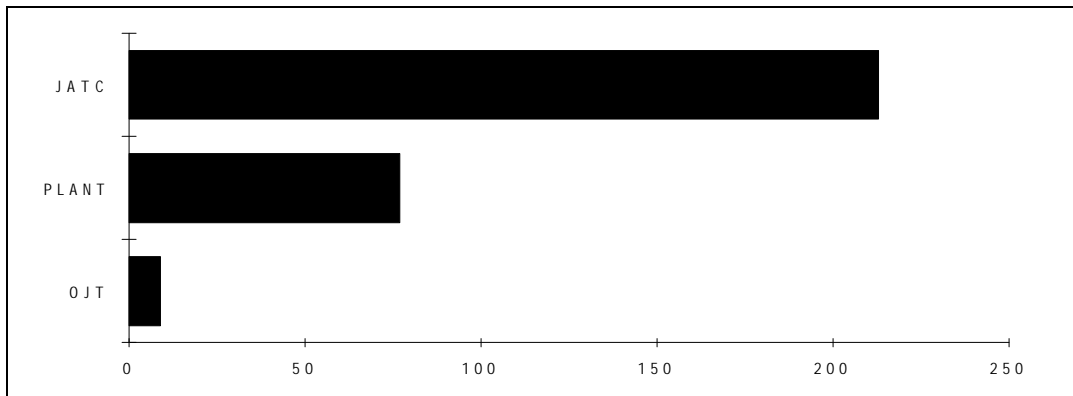
MISSION

The Washington State Apprenticeship and Training Council and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the state. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor and education.

VISION

The people of Washington State understand and value the role of apprenticeship in promoting a highly skilled and diverse workforce. Individuals interested in apprenticeship have equal opportunity to participate in these training programs.

Table 1. Number of Active Apprenticeship Programs in 1996



Note: Total number of active programs is 299. JATC, 213; Plant, 77; OJT, 9.

VALUES

The Washington State Apprenticeship and Training Council:

- ❶ Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- ❷ Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.
- ❸ Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- ❹ Supports diversity of thought, ideas and people in the apprenticeship community.
- ❺ Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.

- ⑥ Views the safety, health and education of all apprentices as a paramount concern.
- ⑦ Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- ⑧ Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.

APPRENTICESHIP OVERVIEW

Apprenticeship combines classroom studies with on-the-job training under the supervision of a journey-level craft person or trade professional. Apprenticeship programs are a proven success in Washington. They offer key benefits not normally found in other education and job training programs. Apprentices learn a skill that leads to a lifetime career and they earn while they learn. Apprenticeship prepares individuals for work in more than 100 occupations across the state.

More than four decades ago, the Washington State Legislature established the Washington State Apprenticeship and Training Council to oversee apprenticeship. By law, the Council approves formation of joint apprenticeship training committees (JATC) in cities or trade areas and approves standards by which local programs operate. Committee-sponsored programs are typically funded and administered jointly by representatives of employers and employees. The key indicators of an effective JATC-sponsored programs are:

- ❶ The ratio between apprentices and journey-level supervisors (low ratios indicate greater attention to on-the-job skill development).
- ❷ Commitment of the JATC to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.

"Plant" apprenticeship programs are developed for a specific occupation in a particular employer's work site.

KEY EVENTS IN 1996

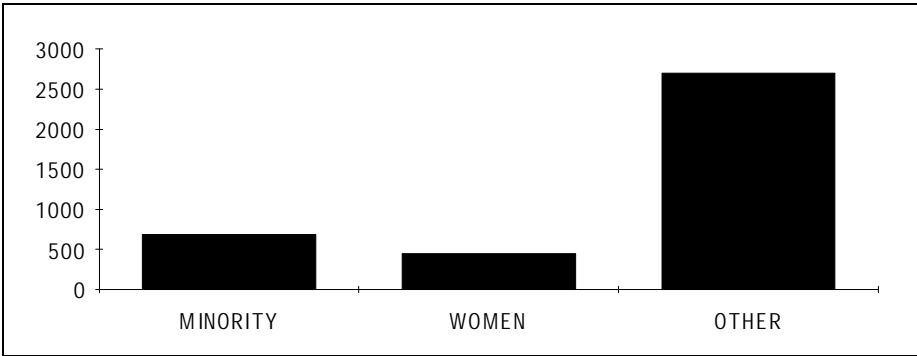
The Washington State Supreme Court ruled that the Washington State Apprenticeship and Training Council must go through a formal adjudicatory process when approving new programs or making substantive revisions to existing programs (Seattle Building Trades vs. Washington State Apprenticeship and Training Council), thereby altering the approval process.

The Washington State Apprenticeship and Training Council developed and adopted a complaint procedure for addressing problems with program sponsors.

The Washington State Apprenticeship and Training Council reinstated the policy of moving the Council's quarterly meetings around the state to make sure these public meetings are more accessible to the public.

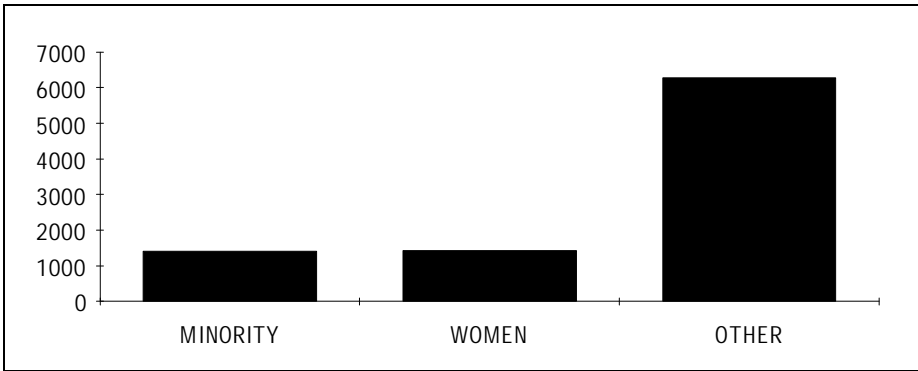
SUMMARY OF APPRENTICESHIP DATA

Table 2. Apprentices Indentured in 1996



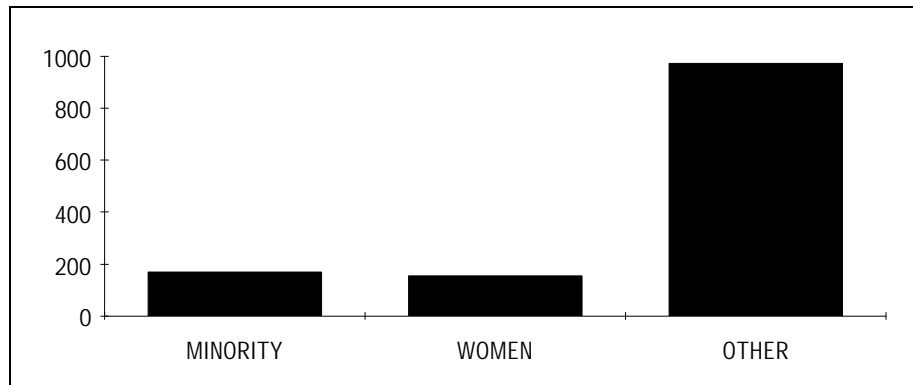
Note: Total number = 3836. Minority, 691; women, 444; other, 2701.

Table 3. Total Apprentices Currently Indentured



Note: Total number = 9107. Minority, 1401; women, 1422; other, 6284.

Table 4. Number of Individuals Completing Apprenticeship in 1996



Note: Total number = 1197. Minority, 170; women, 155; other, 872.

APPRENTICESHIP COMPLETIONS IN 1996

More Than 100 Completions

192 Construction Electrician
123 Carpenter

50 To 99 Completions

90 Sheet Metal
64 Lineman

25 to 49 Completions

42 Instructional Assistant
34 Plumber
29 Firefighter First Class
27 Steamfitter
25 Machinist

10 to 24 Completions

23 Facilities Custodial Service Technician
23 Industrial Maintenance Mechanic
23 Traffic Control Painter
21 Corrections Officer
21 Sprinkler Fitter
19 Tool and Die Maker
18 Laborer
18 Painter and Decorator
18 Tree Trimmer
17 Drywall/Metal Stud/Acoustical
17 Roofer

| | |
|----|-------------------------------------|
| 15 | Communication Technician |
| 14 | Cement Mason |
| 13 | Ironworker |
| 13 | Maintenance Millwright (Industrial) |
| 11 | Automotive Machinist |
| 11 | Meatcutter/Retail |
| 11 | Pipefitter |
| 11 | Residential Wireman |
| 11 | Water Pipe Worker |

5 to 9 Completions

| | |
|---|--------------------------------------|
| 8 | Bricklayer |
| 8 | Construction Equipment Operator |
| 8 | Glazier |
| 8 | Limited Residential Electrician |
| 7 | Child Care Assistant/Associate 1 |
| 7 | Heavy Duty Equipment Mechanic |
| 7 | Maintenance Mechanic (Industrial) |
| 6 | Drywall Finisher |
| 6 | Millwright |
| 5 | Carpet/Linoleum/Resilient Tile Layer |
| 5 | Educational Paraprofessional |
| 5 | Plasterer |
| 5 | Residential Sheet Metal Worker |
| 5 | Teamster |

Under 5 Completions

| | |
|---|--|
| 4 | Acoustical Applicator |
| 4 | Asbestos Worker |
| 4 | Commercial Glazier |
| 4 | Heavy Duty Repairman Mechanic |
| 4 | Maintenance Pipefitter (Industrial) |
| 4 | Sheet Metal Service Technician |
| 3 | Child Care Site Coordinator/Associate 2 |
| 3 | Dinner Cook |
| 3 | Electrical/Electronic Maintainer |
| 3 | Environmental Control Painter |
| 3 | Instrument Technician (Industrial) |
| 3 | Jig and Fixture Builder |
| 3 | Maintenance Electrician |
| 3 | Portable Water Supply & Service Worker |
| 3 | Refrigeration Mechanic |
| 2 | Accounts Payable Clerk |
| 2 | Environmental Control Systems Craft Worker |
| 2 | Hydro Mechanics |
| 2 | Instructional Aide |

| | |
|---|--|
| 2 | Insulation Applicator |
| 2 | Machinist Metal Fabricator |
| 2 | Pointer/Cleaner/Caulker |
| 2 | Residential Apprentice |
| 2 | Wire Electrician |
| 2 | Wireman |
| 2 | Works Repairer |
| 1 | Automotive Body and Fender |
| 1 | Automotive Parts Technician |
| 1 | Boilermaker |
| 1 | Carpenter/Piledriver |
| 1 | Dispensing Optician |
| 1 | Dock and Wharf Builder |
| 1 | Electric Mechanic/Wireman |
| 1 | Gas Main Fitter |
| 1 | Industrial Controls Tech. (Manufacturing Plant Only) |
| 1 | Lather |
| 1 | Maintenance Lineman |
| 1 | Maintenance Machinist |
| 1 | Maintenance Machinist (Aircraft Oriented) |
| 1 | Maintenance Machinist (Industrial) |
| 1 | Maintenance Mechanic/Repairer |
| 1 | Meterman |
| 1 | Microwave Technician |
| 1 | N C Spar Mill Operator |
| 1 | Orthotic/Prosthetics Technician |
| 1 | Painter/Sandblaster |
| 1 | Payroll Clerk |
| 1 | Plant Maintenance Worker (Lubricator |
| 1 | Police Officer |
| 1 | Power House Operator |
| 1 | Radio-Television Electrician |
| 1 | School Secretary |
| 1 | Secretary Clerical |
| 1 | Station Electrician |
| 1 | Stationary Engineer |
| 1 | Teacher's Assistant for Blind and Vision Impaired |
| 1 | Tile/Terrazzo/Caulker |
| 1 | Tool and Cutter Grinder |
| 1 | Utility Wireman |

FOR MORE INFORMATION

Apprenticeship Program
Department of Labor and Industries
P.O. Box 44530
Olympia, WA 98504-4530
360-902-5320

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